

**E-mail Address** [rankath@hotmail.com](mailto:rankath@hotmail.com)

**Present Occupation:** Arbitrator/Mediator

**First Business Address:**

P.O. Box 240783  
Anchorage, AK 99524  
Phone: (907) 345-0006  
Fax: (907) 345-0006

**Second Business Address:**

PMB 416  
2311 Ranch Club Road  
Silver City, NM 88061  
(505) 388 1434

**PROFESSIONAL AFFILIATIONS:**

American Arbitration Association  
National Association of Security Dealers  
Federal Mediation and Conciliation Service

**EDUCATION:**

B.A., Fine Arts, Eastern Washington State College, 1972  
M.A., Human Relations, Pacific Lutheran University, 1975

**CERTIFICATIONS:**

Administrative Law/Fair Hearing, University of Nevada, Reno, 1984

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

AAA Panelist since 1985. Neutral experience includes service as a panelist for a "mini-NLRB" with jurisdiction over political subdivisions of Alaska chairing hearings to decide unit clarification, unit determination/certification, and unfair labor practice charges. Management experience includes negotiating and administering 11 major contracts with nine unions. Labor experience includes contract negotiations for 8000 employees. Adjunct Professor at Chapman College, Alaska Pacific University, and University of Alaska at Anchorage. Conducted hearings in Administrative Law. Past Faculty (1988) and Past Faculty Advisor (1984, 1987) in Administrative Law at National Judicial College, University of Nevada, Reno, AAA instructor in Arbitration for Advocates, Anchorage, 1990.

**INDUSTRIES:** Communications, Construction, Dairy, Distillery, Education, Health Care, Hotels/Motels/Casinos/Resorts, Hospital/Nursing Home, Housing, Manufacturing, Office Workers/Clerical, Organizations, Petroleum/Petrochemicals, Plumbing, Police and Fire, Railroads, Securities, Transportation, Utilities, Wholesale and Retail.

**ISSUES:**

Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Discipline (Non-Discharge), Discipline (Discharge), Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Past Practices, Pension and Welfare Plans, Promotion, Seniority, Subcontracting/Contracting Out, Wages: Cost-of-Living Pay, Holiday Pay, Job Classification and Rates, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders.

**ARBITRATION ROSTERS:**

Federal Mediation and Conciliation Service  
American Arbitration Association

National Association of Securities Dealers  
State of Montana

Municipality of Anchorage  
Alaska Department of Labor and Workforce Development

Anchorage School District

**PUBLISHED CASES:**

96 LA 592; 98 LA 1072; 101 LA 1127; 103 LA 313; 147 LRR 328; 106 LA 1; 107 LA 1949

**SIGNIFICANT PUBLICATIONS:**

Wage, Hour and Labor Law Issues for Nonprofit Organizations, Alaska Bar Association CLE 1996.  
Issues in Overtime, Exempt versus Non-Exempt Employees, National Business Institute, 1996  
Liquidated Damages-the High Cost of Doing Business Incorrectly, Council on Education in Management, Personnel Law Update, 1994.  
Work Hour Systems of the United States, International Seminar on Work Hours, Chinese Culture University, Taiwan, ROC, 1994.  
New Ways to Work vs. Traditional Wage and Hour Law, Council on Education in Management, 1992  
Recent Arbitral Decisions on Drug and Alcohol Abuse; Arbitration Quarterly of the Northwest, 1992  
Conflicts between Cost-cutting and Wage and Hour Laws; Council on Education in Management, 1992  
Defending Yourself Before Government Agencies; Council on Education in Management, 1991

**FEES:**

**PER DIEM FEE:** \$800.00      **DOCKETING FEE:** None      **CANCELLATION FEE:** (See Below)

**Hearing, study and writing time:** \$800.00 (\$900.00 as of January 1, 2006) per diem for up to six hours of hearing per day. Additional hours are billed at \$150.00 (\$175.00 as of January 1, 2006) per hour. Study and writing time is billed at the same rate as hearings.

**Cancellation Policy:** A cancellation fee of \$400.00 (\$450.00 as of January 1, 2006) is charged for each scheduled day of hearing cancelled or postponed with less than 30 days notice. The fee is \$150.00 (\$200.00 as of January 1, 2006) for each scheduled day of hearing cancelled or postponed with 30 days or more notice. There is no charge for cases settled or withdrawn before a hearing date is scheduled.

**Travel time:** One half the per diem rate up to a maximum of \$800.00 (\$900.00 as of January 1, 2006) per day.

**Expenses:** Actual cost of all reasonable and necessary travel expenses, including airfare (booked at lowest fully refundable fare available for convenient flights at time of purchase), hotel, parking, ground transportation and meals.

**Liability:** All fees and expenses charged in accordance with this schedule will be split equally between the parties unless the parties' agreement or controlling legislation provides otherwise. However, if either party refuses or fails to pay its share in accordance with such provision(s), all parties will be held jointly and severally liable for payment of all fees and expenses.

**Acceptance:** Unless I agree in writing to terms different from those described herein, the Utilization of my services constitutes acceptance by the parties of these terms regardless of the provisions of any agreement between the parties.